Communities of Practice Development Model + Open leadership + Compelling need + Supportive climate Domain clear + Acknowledgement + COP type identified + Continual Learning Conceiving & Continuation COP Practitioners Catalyzing - Renewal? Interest in networking + Co-creative mindset WHY **NEW CHOICES?** Appetite for learning + Imagination are we forming? Mutual regard + Dynamic - Desire interaction to control Creating Attention shifts - Preconceptions Disconnections Connecting Knowledge - Unreal expectations People FLOWI Joint interests Benefits clear WHO Enjoy synergy Common language will participate? + Ready access Processes & tools - Vested interests - No place - Fear of innovation to engage Rigid boundaries - Conflicting demands Non-supportive Sharing Collaborating organization Know-How WHERE WHAT can we impact? will we share? - Lack of + Helpful relationships - Hoarding openness Shared values - Becoming too formal Expertise gaps + Vigorous commitment - Non-collaborative - No time to participate environment Building Trust HOW I we interact? - Self serving orientation APPRECIATION STAGES - Skepticism CO-CREATION STAGES Levying demands